1945 **File No.** 74001/36

B CLASS P.W. **DEPARTMENT**

E **BRANCH** (I)

Subject:— Appointments
Temporary Deputy Engineers
for the Post War Reconstruction
scheme, for a period of not
more than three years without
consultation to the P.S.C.

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Ltd. Scott. Slip 24 A

G.R., G.D., No. 2408, dated 22-6-22.]

Correspondence

DOCKET SHEET

Subject :—

File No. 7406/36

P.W. **DEPT.**

E **BRANCH.** (D)

References :—

Date	To whom sent.	Notes and instructions.

(1)

Public Works Department.

Appointment of temporary Engineers
for Post-War Reconstruction Programme.

E.B.(I).

In connection with the Post-War Reconstruction Programme of this Department, it will be necessary to make appointments of Temporary Engineers against sanctioned posts at short notice. These appointments will be of a temporary nature. Normally the Bombay-Sind Public Service Commission has to be consulted in making appointments to posts which are within their purview and the duration of which will be more than one year. The cases of Temporary Engineers will fall under this category.

2. On account of the acute shortage of technical officers it may not be convenient to advertise the posts (posts of Temporary Engineers as by the time such posts get advertised and after the normal routine is gone through, candidates who are considered suitable may get employed elsewhere.

3. As these appointments will be of a temporary nature and may continue perhaps for some three years, the Public Service Commission may be requested to indicate if they would have any objection to fill such posts without reference to them. It may be explained that if any of such officers are continued for more than three years or are proposed to be brought on the permanent establishment.....

(2)

establishment at any stage the Public Service Commission will be invariably consulte beforehand

Id/-
19-4-45.

Id/-
19-4-45.

Id/-
19-4-45.

U/o to Sir J.A.Madan, CIE, ICS(Retd.)
Chairman, P.S.C.,
Bombay.

Id/-
20-4-45.

ADS/-

The Commission are unable to agree that the normal procedure for direct recruitment through them should be dispensed with in selecting candidates for posts of Tempory Engineers created in connection with the Post-war Reconstruction programme of the Public Works Department because it is anticipated that there will be an acute shortage of qualified candidates. In their opinion such a shortage is a very good reason for using the machinery of the Commission to seek out the best possible condidates by advertising widely and making a selection on a competitive basis. Even if the Commission were eliminated, some alternative procedure for finding candidates with the necessary qualifications would have to be devised and, unless the posts were advertised, really good candidates might be overlooded. The Commission see no reason to fear that good candidates will not be prepared to wait for appointments until the normal procedure of selection is completed or that, if they are already in private employment, they will not prefer Govt. service, especially if there is a prospect of being retained permanently Provided prompt attention is given to the questions of determining the terms and qualifications and of drawing up a regular recruitment programme, there should .....

should not be any undue delay in securing the necessary staff through the Commission in the normal manner. The Commission, on their part, would make every effort to expedite matters on receipt of the necessary requisition and to submit their recommendations within a period of six weeks. Waiting lists could also be prepared to cover a fixed period, if Government intimated the full number of likely vacancies during that period.

2. The possibility that some of the Engineers recruited for the Post-War Programme will be retained permanently constitutes an additional reason for following the normal procedure. There would be little point in consulting the Commission regarding the permanent retention of certain officers if they had not been consulted at the time of making the initial appointments.

3. Attention is invited, in this connection, to the correspondence ending with this office letter No.374(1) -II(1)/861, dated the 10th November 1944, in which it was pointed out that proposals for making appointments of nominees of the Department without giving an opportunity to other candidates to apply would almost certainly be embarassing to the Commission. The objection to such appointments applies with equal, if not greater, force to cases in....

in which consultation with the Commission is dispensed with.

Sd/-
Secretary, Bombay-Sind
Public Service Commission.

U.O.R. to Public Works Department,
No.778, dated the 1st May 1945.

The understanding of the Chairman's view point in a personal talk was different from what the u/o note expresses. Record.

Sd/
2.5.45.

Secy(R)

Secy(I). Sd/-
3.5.45.

Id/-
2.5.45,